

**City of Seattle Traditional Plan - 2009 Rates**

<b>Employee Group</b>	<b>Single Employee with or without Children</b>	<b>Employee with Spouse/Domestic Partner with or without Children</b>	<b>TES Employee</b>	<b>COBRA Rate</b>
<b>Most Employee, Library, &amp; SHA</b>	\$753.15	\$753.15	\$753.15	\$768.21
City Share & RSR Contribution	\$753.15	\$720.81	\$0.00	\$0.00
Employee Deduction	<b>\$0.00</b>	<b>\$32.34</b>	<b>\$753.15</b>	<b>\$768.21</b>
<b>LEOFF I (Non-Represented)</b>	\$609.08	\$609.08	N/A	\$621.26
City Share & RSR Contribution	\$609.08	\$576.74		\$0.00
Employee Deduction	<b>\$0.00</b>	<b>\$32.34</b>		<b>\$621.26</b>
<b>LEOFF II (Non-Represented)</b>	\$753.15	\$753.15	N/A	\$768.21
City Share & RSR Contribution	\$753.15	\$720.81		\$0.00
Employee Deduction	<b>\$0.00</b>	<b>\$32.34</b>		<b>\$768.21</b>
<b>SPMA (LEOFF I)</b>	\$609.08	\$609.08	N/A	\$621.26
City Share & RSR Contribution	\$609.08	\$576.74		\$0.00
Employee Deduction	<b>\$0.00</b>	<b>\$32.34</b>		<b>\$621.26</b>
<b>SPMA (LEOFF II)</b>	\$753.15	\$753.15	N/A	\$768.21
City Share & RSR Contribution	\$753.15	\$720.81		\$0.00
Employee Deduction	<b>\$0.00</b>	<b>\$32.34</b>		<b>\$768.21</b>
<b>Local 77</b>	\$1,097.17	\$1,097.17	N/A	\$1,119.11
City Share	\$1,042.59	\$1,042.59		\$0.00
Employee Deduction	<b>\$54.58</b>	<b>\$54.58</b>		<b>\$1,119.11</b>
<b>SPOG (LEOFF I)</b>	\$782.07	\$782.07	N/A	\$797.71
City Share	\$742.99	\$742.99		\$0.00
Employee Deduction	<b>\$39.08</b>	<b>\$39.08</b>		<b>\$797.71</b>
<b>SPOG (LEOFF II)</b>	\$943.34	\$943.34	N/A	\$962.21
City Share	\$896.18	\$896.18		\$0.00
Employee Deduction	<b>\$47.16</b>	<b>\$47.16</b>		<b>\$962.21</b>
<b>Fire Chiefs (LEOFF I)</b>	\$609.08	\$609.08	N/A	\$621.26
City Share	\$609.08	\$517.72		\$0.00
Employee Deduction	<b>\$0.00</b>	<b>\$91.36</b>		<b>\$621.26</b>
<b>Fire Chiefs (LEOFF II)</b>	\$753.15	\$753.15	N/A	\$768.21
City Share	\$753.15	\$640.19		\$0.00
Employee Deduction	<b>\$0.00</b>	<b>\$112.96</b>		<b>\$768.21</b>

**GROUP HEALTH STANDARD - 2009 RATES**

<b>Employee Group</b>	<b>Single Employee with or without Children</b>	<b>Employee with Spouse/Domestic Partner with or without Children</b>	<b>TES Employee</b>	<b>COBRA Rate</b>
<b>Most Employee, Library, &amp; SHA</b>	\$808.45	\$808.45	\$808.45	\$824.62
City Share & RSR Contribution	\$760.05	\$708.55	\$0.00	\$0.00
Employee Deduction	<b>\$48.40</b>	<b>\$99.90</b>	<b>\$808.45</b>	<b>\$824.62</b>
<b>LEOFF I (Non-Represented)</b>	\$808.45	\$808.45	N/A	\$824.62
City Share & RSR Contribution	\$808.45	\$756.95		\$0.00
Employee Deduction	<b>\$0.00</b>	<b>\$51.50</b>		<b>\$824.62</b>
<b>LEOFF II (Non-Represented)</b>	\$808.45	\$808.45	N/A	\$824.62
City Share & RSR Contribution	\$760.05	\$708.55		\$0.00
Employee Deduction	<b>\$48.40</b>	<b>\$99.90</b>		<b>\$824.62</b>
<b>SPMA (LEOFF I)</b>	\$808.45	\$808.45	N/A	\$824.62
City Share & RSR Contribution	\$808.45	\$756.95		\$0.00
Employee Deduction	<b>\$0.00</b>	<b>\$51.50</b>		<b>\$824.62</b>
<b>SPMA (LEOFF II)</b>	\$808.45	\$808.45	N/A	\$824.62
City Share & RSR Contribution	\$760.05	\$708.55		\$0.00
Employee Deduction	<b>\$48.40</b>	<b>\$99.90</b>		<b>\$824.62</b>
<b>Local 77</b>	\$935.21	\$935.21	N/A	\$953.91
City Share	\$888.45	\$888.45		\$0.00
Employee Deduction	<b>\$46.76</b>	<b>\$46.76</b>		<b>\$953.91</b>
<b>SPOG (LEOFF I &amp; II)</b>	\$991.40	\$991.40	N/A	\$1,011.23
City Share	\$793.12	\$793.12		\$0.00
Employee Deduction	<b>\$198.28</b>	<b>\$198.28</b>		<b>\$1,011.23</b>
<b>Fire Chiefs (LEOFF I)</b>	\$808.45	\$808.45	N/A	\$824.62
City Share	\$808.45	\$687.19		\$0.00
Employee Deduction	<b>\$0.00</b>	<b>\$121.26</b>		<b>\$824.62</b>
<b>Fire Chiefs (LEOFF II)</b>	\$808.45	\$808.45	N/A	\$824.62
City Share	\$687.19	\$687.19		\$0.00
Employee Deduction	<b>\$121.26</b>	<b>\$121.26</b>		<b>\$824.62</b>

**GROUP HEALTH – DEDUCTIBLE 2009 RATES**

<b>Employee Group</b>	<b>Single Employee with or without Children</b>	<b>Employee with Spouse/Domestic Partner with or without Children</b>	<b>TES Employee</b>	<b>COBRA Rate</b>
<b>Most Employee, Library, &amp; SHA</b>	\$744.41	\$744.41	\$744.41	\$759.30
City Share & RSR Contribution	\$719.41	\$687.49	\$0.00	\$0.00
Employee Deduction	<b>\$25.00</b>	<b>\$56.92</b>	<b>\$744.41</b>	<b>\$759.30</b>
<b>LEOFF I (Non-Represented)</b>	\$744.41	\$744.41	N/A	\$759.30
City Share & RSR Contribution	\$744.41	\$712.49		\$0.00
Employee Deduction	<b>\$0</b>	<b>\$31.92</b>		<b>\$759.30</b>
<b>LEOFF II (Non-Represented)</b>	\$744.41	\$744.41	N/A	\$759.30
City Share & RSR Contribution	\$719.41	\$687.49		\$0.00
Employee Deduction	<b>\$25.00</b>	<b>\$56.92</b>		<b>\$759.30</b>
<b>SPMA (LEOFF I)</b>	\$744.41	\$744.41	N/A	\$759.30
City Share & RSR Contribution	\$744.41	\$712.49		\$0.00
Employee Deduction	<b>\$0</b>	<b>\$31.92</b>		<b>\$759.30</b>
<b>SPMA (LEOFF II)</b>	\$744.41	\$744.41	N/A	\$759.30
City Share & RSR Contribution	\$719.41	\$687.49		\$0.00
Employee Deduction	<b>\$25.00</b>	<b>\$56.92</b>		<b>\$759.30</b>
<b>Local 77</b>	N/A	N/A	N/A	N/A
<b>SPOG (LEOFF I &amp; II)</b>	\$731.48	\$731.48	N/A	\$746.11
City Share	\$694.92	\$694.92		\$0.00
Employee Deduction	<b>\$36.56</b>	<b>\$36.56</b>		<b>\$746.11</b>
<b>Fire Chiefs (LEOFF I)</b>	\$744.41	\$744.41	N/A	\$759.30
City Share	\$744.41	\$632.75		\$0.00
Employee Deduction	<b>\$0</b>	<b>\$111.66</b>		<b>\$759.30</b>
<b>Fire Chiefs (LEOFF II)</b>	\$744.41	\$744.41	N/A	\$759.30
City Share	\$632.75	\$632.75		\$0.00
Employee Deduction	<b>\$111.66</b>	<b>\$111.66</b>		<b>\$759.30</b>

**CITY OF SEATTLE PREVENTIVE PLAN 2009 RATES**

<b>Employee Group</b>	<b>Single Employee with or without Children</b>	<b>Employee with Spouse/Domestic Partner with or without Children</b>	<b>TES Employee</b>	<b>COBRA Rate</b>
<b>Most Employee, Library, &amp; SHA</b>	\$833.72	\$833.72	\$833.72	\$850.39
City Share & RSR Contribution	\$785.60	\$735.22	\$0.00	\$0.00
Employee Deduction	<b>\$48.12</b>	<b>\$98.50</b>	<b>\$833.72</b>	<b>\$850.39</b>
<b>LEOFF I (Non-Represented)</b>	\$833.72	\$833.72	N/A	\$850.39
City Share & RSR Contribution	\$833.72	\$783.34		\$0.00
Employee Deduction	<b>\$0.00</b>	<b>\$50.38</b>		<b>\$850.39</b>
<b>LEOFF II (Non-Represented)</b>	\$833.72	\$833.72	N/A	\$850.39
City Share & RSR Contribution	\$785.60	\$735.22		\$0.00
Employee Deduction	<b>\$48.12</b>	<b>\$98.50</b>		<b>\$850.39</b>
<b>SPMA (LEOFF I)</b>	\$833.72	\$833.72	N/A	\$850.39
City Share & RSR Contribution	\$833.72	\$783.34		\$0.00
Employee Deduction	<b>\$0.00</b>	<b>\$50.38</b>		<b>\$850.39</b>
<b>SPMA (LEOFF II)</b>	\$833.72	\$833.72	N/A	\$850.39
City Share & RSR Contribution	\$785.60	\$735.22		\$0.00
Employee Deduction	<b>\$48.12</b>	<b>\$98.50</b>		<b>\$850.39</b>
<b>Local 77</b>	\$1,082.84	\$1,082.84	N/A	\$1,104.50
City Share	\$1,028.97	\$1,028.97		\$0.00
Employee Deduction	<b>\$53.87</b>	<b>\$53.87</b>		<b>\$1,104.50</b>
<b>SPOG (LEOFF I &amp; II)</b>	\$1,060.08	\$1,060.08	N/A	\$1,081.28
City Share	\$1,007.10	\$1,007.10		\$0.00
Employee Deduction	<b>\$52.98</b>	<b>\$52.98</b>		<b>\$1,081.28</b>
<b>Fire Chiefs (LEOFF I)</b>	\$833.72	\$833.72	N/A	\$850.39
City Share	\$833.72	\$708.66		\$0.00
Employee Deduction	<b>\$0.00</b>	<b>\$125.06</b>		<b>\$850.39</b>
<b>Fire Chiefs (LEOFF II)</b>	\$833.72	\$833.72	N/A	\$850.39
City Share	\$708.66	\$708.66		\$0.00
Employee Deduction	<b>\$125.06</b>	<b>\$125.06</b>		<b>\$850.39</b>

**WASHINGTON DENTAL SERVICE 2009 RATES**  
**(Fully Paid City Dental Premiums Unless Otherwise Noted)**

<b>Employee Group</b>	<b>Single Employee with or without Children</b>	<b>Employee with Spouse/Domestic Partner with or without Children</b>	<b>TES Employee</b>	<b>COBRA Rate</b>
<b>Most Employee, Library, &amp; SHA</b>	\$115.39	\$115.39	\$115.39	\$117.70
City Share	\$115.39	\$115.39	\$0.00	\$0.00
Employee Deduction	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$115.39</b>	<b>\$117.70</b>
<b>LEOFF I &amp; II (Non-Represented)</b>	\$115.39	\$115.39	N/A	\$117.70
City Share	\$115.39	\$115.39		\$0.00
Employee Deduction	<b>\$0.00</b>	<b>\$0.00</b>		<b>\$117.70</b>
<b>SPMA (LEOFF I &amp; II)</b>	\$115.39	\$115.39	N/A	\$117.70
City Share	\$115.39	\$115.39		\$0.00
Employee Deduction	<b>\$0.00</b>	<b>\$0.00</b>		<b>\$117.70</b>
<b>Local 77</b>	\$124.41	\$124.41	N/A	\$126.90
City Share	\$124.41	\$124.41		\$0.00
Employee Deduction	<b>\$0.00</b>	<b>\$0.00</b>		<b>\$126.90</b>
<b>SPOG (LEOFF I &amp; II)</b>	\$125.45	\$125.45	N/A	\$127.96
City Share	\$125.45	\$125.45		\$0.00
Employee Deduction	<b>\$0.00</b>	<b>\$0.00</b>		<b>\$127.96</b>
<b>Fire Chiefs (LEOFF I &amp; II)</b>	\$115.39	\$115.39	N/A	\$117.70
City Share	\$98.09	\$98.09		\$0.00
Employee Deduction	<b>\$17.30</b>	<b>\$17.30</b>		<b>\$117.70</b>

**Dental Health Services 2009 RATES**  
**(Fully Paid City Dental Premiums Unless Otherwise Noted)**

Employee Group	Single Employee with or without Children	Employee with Spouse/Domestic Partner with or without Children	TES Employee	COBRA Rate
<b>Most Employee, Library, &amp; SHA</b>	\$129.65	\$129.65	\$129.65	\$132.24
City Share	\$129.65	\$129.65	\$11.14	\$0.00
Employee Deduction	<b>\$0.00</b>	<b>\$0.00</b>	\$118.51	<b>\$132.24</b>
<b>LEOFF I &amp; II (Non-Represented)</b>	\$129.65	\$129.65	N/A	\$132.24
City Share	\$129.65	\$129.65		\$0.00
Employee Deduction	<b>\$0.00</b>	<b>\$0.00</b>		<b>\$132.24</b>
<b>SPMA (LEOFF I &amp; II)</b>	\$129.65	\$129.65	N/A	\$132.24
City Share	\$129.65	\$129.65		\$0.00
Employee Deduction	<b>\$0.00</b>	<b>\$0.00</b>		<b>\$132.24</b>
<b>Local 77</b>	\$149.85	\$149.85	N/A	\$152.85
City Share	\$149.85	\$149.85		\$0.00
Employee Deduction	<b>\$0.00</b>	<b>\$0.00</b>		<b>\$152.85</b>
<b>SPOG (LEOFF I &amp; II)</b>	\$152.19	\$152.19	N/A	\$155.23
City Share	\$152.19	\$152.19		\$0.00
Employee Deduction	<b>\$0.00</b>	<b>\$0.00</b>		<b>\$155.23</b>
<b>Fire Chiefs (LEOFF I &amp; II)</b>	\$129.65	\$129.65	N/A	\$132.24
City Share	\$110.21	\$110.21		\$0.00
Employee Deduction	<b>\$19.44</b>	<b>\$19.44</b>		<b>\$132.24</b>

**VISION SERVICE PLAN 2009 RATES**  
**(Fully Paid City Vision Premiums Unless Otherwise Noted)**

Employee Group	Single Employee with or without Children	Employee with Spouse/Domestic Partner with or without Children	TES Employee	COBRA Rate
<b>Most Employee, Library, &amp; SHA</b>	\$7.59	\$7.59	\$7.59	\$7.74
City Share	\$7.59	\$7.59	\$0.00	\$0.00
Employee Deduction	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$7.59</b>	<b>\$7.74</b>
<b>LEOFF I &amp; II (Non-Represented)</b>	\$7.59	\$7.59	\$7.59	\$7.74
City Share	\$7.59	\$7.59	\$0.00	\$0.00
Employee Deduction	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$7.59</b>	<b>\$7.74</b>
<b>SPMA (LEOFF I &amp; II)</b>	\$7.59	\$7.59	N/A	\$7.74
City Share	\$7.59	\$7.59		\$0.00
Employee Deduction	<b>\$0.00</b>	<b>\$0.00</b>		<b>\$7.74</b>
<b>Local 77</b>	\$9.83	\$9.83	N/A	\$10.03
City Share	\$9.83	\$9.83		\$0.00
Employee Deduction	<b>\$0.00</b>	<b>\$0.00</b>		<b>\$10.03</b>
<b>SPOG (LEOFF I &amp; II)</b>	\$23.91	\$23.91	N/A	\$24.39
City Share	\$23.91	\$23.91		\$0.00
Employee Deduction	<b>\$0.00</b>	<b>\$0.00</b>		<b>\$24.39</b>
<b>Fire Chiefs (LEOFF I &amp; II)</b>	\$7.59	\$7.59	N/A	\$7.74
City Share	\$6.45	\$6.45		\$0.00
Employee Deduction	<b>\$1.14</b>	<b>\$1.14</b>		<b>\$7.74</b>

**2009 MONTHLY PREMIUM RATES FOR  
TEMPORARY & INTERMITTENT EMPLOYEES**

Traditional/Washington Dental Service/ VSP	\$876.13
Preventive/Washington Dental Service/VSP	\$956.70
Group Health - Standard/Washington Dental Service/VSP	\$931.43
Group Health - Deductible/Washington Dental Service/VSP	\$867.39
Traditional/Dental Health Services/VSP	\$890.39
Preventive/Dental Health Services/VSP	\$970.96
Group Health - Standard/Dental Health Services/VSP	\$945.69
Group Health - Deductible/Dental Health Services/VSP	\$881.65

**DOMESTIC PARTNER HEALTH INSURANCE  
2009 MONTHLY TAXABLE VALUES**

<b>Most City Employees</b>	<b>Medical</b>	<b>Dental</b>	<b>Vision</b>	<b>Total</b>
Preventive - Domestic Partner	\$278.65	\$52.20	\$3.29	<b>\$334.14</b>
Traditional - Domestic Partner	\$296.69	\$52.20	\$3.29	<b>\$352.18</b>
Group Health Standard - Domestic Partner	\$277.53	\$52.20	\$3.29	<b>\$333.02</b>
Group Health Deductible - Domestic Partner	\$297.11	\$52.20	\$3.29	<b>\$352.60</b>
Per Child	\$147.01	\$27.76	\$1.47	<b>\$176.24</b>

<b>Seattle Police Officer's Guild Employees</b>	<b>Medical</b>	<b>Dental</b>	<b>Vision</b>	<b>Total</b>
All Medical Plans - Domestic Partner	\$468.91	\$64.68	\$10.36	<b>\$543.95</b>
Per Child	\$209.51	\$34.39	\$4.63	<b>\$248.53</b>

<b>Local 77 Employees</b>	<b>Medical</b>	<b>Dental</b>	<b>Vision</b>	<b>Total</b>
All Medical Plans - Domestic Partner	\$459.64	\$62.01	\$3.98	<b>\$525.63</b>
Per Child	\$205.37	\$32.97	\$1.78	<b>\$240.12</b>

<b>Fire Chief (LEOFF 1)</b>	<b>Medical</b>	<b>Dental</b>	<b>Vision</b>	<b>Total</b>
Preventive - Domestic Partner	\$203.97	\$52.20	\$3.29	<b>\$259.46</b>
Traditional - Domestic Partner	\$237.67	\$52.20	\$3.29	<b>\$293.16</b>
Group Health Standard - Domestic Partner	\$207.77	\$52.20	\$3.29	<b>\$263.26</b>
Group Health Deductible - Domestic Partner	\$217.37	\$52.20	\$3.29	<b>\$272.86</b>
Per Child	\$147.01	\$27.76	\$1.47	<b>\$176.24</b>

<b>Fire Chief (LEOFF 2)</b>	<b>Medical</b>	<b>Dental</b>	<b>Vision</b>	<b>Total</b>
Preventive - Domestic Partner	\$329.03	\$52.20	\$3.29	<b>\$384.52</b>
Traditional - Domestic Partner	\$216.07	\$52.20	\$3.29	<b>\$271.56</b>
Group Health Standard - Domestic Partner	\$329.03	\$52.20	\$3.29	<b>\$384.52</b>
Group Health Deductible - Domestic Partner	\$329.03	\$52.20	\$3.29	<b>\$384.52</b>
Per Child	\$147.01	\$27.76	\$1.47	<b>\$176.24</b>



## 2009 RATES

ACCIDENTAL DEATH & DISMEMBERMENT INSURANCE Hartford Insurance Company	
<b>Monthly Premium: Fully paid by employee</b>	
Employee Only Coverage:	\$0.015 per \$1,000 of Benefit
Employee & Family Coverage:	\$0.025 per \$1,000 of Benefit

GROUP TERM LIFE INSURANCE Standard Insurance Company				
Basic Coverage: Monthly Premium: \$0.135 per \$1,000 of benefit				
City Share: \$0.054				
Employee Deduction: \$0.081				
Supplemental Coverage: Monthly Premium per \$1,000 of coverage				
Age		Premium	Age	Premium
0 - 29		\$0.032	50 - 54	\$0.232
30 - 34		\$0.048	55 - 59	\$0.360
35 - 39		\$0.064	60 - 64	\$0.552
40 - 44		\$0.090	65+	\$0.960
45 - 49		\$0.152		

LONG TERM DISABILITY INSURANCE Standard Insurance Company	
<b>Non-Uniformed Employees Plan Monthly Premium:</b>	
City-Paid Basic Coverage:	.45% of first \$667 of insured earnings
Employee-Paid Optional Coverage:	.75% of next \$7,666 of insured earnings

**EMPLOYEE ASSISTANCE PROGRAM: 2009 cost, \$42.00 per Budgeted Position per Year**